

Program #15006 - Equity & Inclusion Unit
FY 2026 Proposed
Department: District Attorney

Program Contact: Jamila Williams

Program Offer Type: Administration

Program Offer Stage: Proposed

Related Programs:
Program Characteristics:
Program Description

The Equity and Inclusion (E&I) Unit works to create a welcoming and inclusive workplace environment for all employees, regardless of protected class identities. The unit focuses on:

- Increasing staff diversity through recruitment and retention efforts by applying an equity lens to strategies, data collection systems, progress reviews, and analysis.
- Expanding training opportunities on cultural competency, equity concepts and tools, leadership development, and professional growth for all employees.
- Implementing data collection methods to track staff competency growth in equity-related areas.
- Addressing disparities in protected class demographics within MCDA, particularly in leadership ranks, and establishing programs that support retention and workforce wellness.

The E&I Unit leads the MCDA DEI Workgroup, serving as facilitators and subject matter experts to examine agency policies and practices. The unit ensures alignment with the Multnomah County Workforce Equity Strategic Plan by leveraging staff lived experiences and professional expertise to drive transformative change across the agency, with input from the DEI Workgroup.

Performance Measures

Measure Type	Performance Measure	FY24 Actual	FY25 Budgeted	FY25 Estimate	FY26 Target
Output	Recruitment and Hire of Equity Specialist		1	1	1
Outcome	Number of MCDA Equity Workgroup meetings facilitated		12	12	12
Outcome	Number of WESP meetings attended		12	12	12

Performance Measures Descriptions

The Equity & Inclusion Unit was newly created in Fiscal Year 2025.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2025	2025	2026	2026
Personnel	\$311,069	\$0	\$376,849	\$0
Internal Services	\$0	\$0	\$3,985	\$0
Total GF/non-GF	\$311,069	\$0	\$380,834	\$0
Program Total:	\$311,069		\$380,834	
Program FTE	2.00	0.00	2.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2025: 15006 Equity & Inclusion Unit